



**Faculty of Health Sciences**

**Graduate Public Health Program**  
**Goals & Objectives**

**May 2015 - May 2019**

## GPHP GOALS

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- Provide quality education in public health
- Undertake innovative and relevant research in public health
- Advance evidence-based public health practice in Lebanon and region
- Enhance the return of public health practice into the graduate public health academic programs
- Ensure adequate resources
- Maintain a qualified and diverse GPHP faculty and staff
- Maintain a qualified and diverse student body
- Encourage students to participate actively in the GPHP's decision making
- Create a culture of continuous improvement of the GPHP overall effort

## GPHP FOCUS AREAS & OBJECTIVES

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### INSTRUCTION

Provide quality education in public health	
Ensure that students demonstrate excellence as public health practitioners and academicians	<ul style="list-style-type: none"> <li>➤ Develop a three year plan for assessment of GPHP student achievement of competencies by AY 2014-15</li> <li>➤ Ensure that all GPHP students achieve all core/concentration competencies as identified in coursework evaluation, practicum, culminating experience and research project on yearly basis</li> </ul>
Ensure quality of advising	<ul style="list-style-type: none"> <li>➤ Ensure that the percent of students satisfied with the academic advising process is at least 80% in any year</li> <li>➤ Ensure that the percent of students satisfied with the registration advising process is at least 80% in any year</li> </ul>
Enhance career counseling	<ul style="list-style-type: none"> <li>➤ Increase job placement of graduates employed within one year to 90%</li> <li>➤ Develop an action plan for career counseling by AY 2014-15</li> <li>➤ Ensure that at least 80% of graduates are satisfied with career counseling on yearly basis</li> </ul>
Ensure that the GPHP alumni and employers are satisfied with the GPHP curriculum	<ul style="list-style-type: none"> <li>➤ Conduct GPHP alumni and employers surveys and interviews by AY 2016 and every 5 years thereafter</li> </ul>
Enhance GPHP instructors'	<ul style="list-style-type: none"> <li>➤ Organize at least 1 workshop/seminar on teaching and learning on yearly basis</li> </ul>

### **Provide quality education in public health**

performance	➤ Ensure that a least 70% of GPHP faculty receive a mean score equal to or higher than 4 in each of the A, B, and C components of the Instructor and Course Evaluation (ICE) on yearly basis
Enhance relevance of the curriculum to the (social, economic, political and environmental) context of Lebanon and the region	<ul style="list-style-type: none"><li>➤ Ensure that at least 80% of GPHP core and required courses include a written example or a required reading related to local or regional issues on yearly basis</li><li>➤ Ensure that at least 20% of GPHP core and required courses include a written example based on a CE report/ Research project/thesis on yearly basis</li><li>➤ Ensure that at least 40% of GPHP courses expose students to acute/emerging public health needs of the region on yearly basis</li></ul>
Enhance GPHP inter-professional education	➤ Establish by 2015 at least one course that is jointly taken by students in public health, nursing and medicine

## **RESEARCH**

### **Undertake innovative and relevant research in public health**

Enhance the quantity and quality of FHS research publications	<ul style="list-style-type: none"><li>➤ Increase the average number of refereed articles per faculty member to over 2 per year</li><li>➤ At least 60% of journal publications are published in A and B journals per year</li><li>➤ Each faculty member shall conduct at least 1 presentation at regional/ international conferences per year</li></ul>
Encourage collaborative research with other universities in Lebanon, the region, and internationally	<ul style="list-style-type: none"><li>➤ Establish a mechanism to enhance the diversity of FHS research activities by AY 2016-17</li><li>➤ Ensure that at least 15% of the funded research projects are collaborative with national non AUB scholars in any year</li><li>➤ Ensure that at least 20% of funded research projects are collaborative with international scholars in any year</li><li>➤ Ensure that at least 10% of funded research projects are collaborative with regional scholars in any year</li><li>➤ Ensure that at least 15% of journal publications are co-authored with non- AUB scholars in Lebanon in any year</li></ul>

### **Undertake innovative and relevant research in public health**

Strengthen community-based research	<ul style="list-style-type: none"><li>➤ Increase the number of community-based research projects over three years to 2</li><li>➤ Ensure that at least 30% of research projects involve community in design and data collection phases in any year</li></ul>
Strengthen student participation in faculty research	<ul style="list-style-type: none"><li>➤ Ensure that at least 7% of GPHP students are involved with faculty research teams prior to graduation on yearly basis</li></ul>
Increase the amount of external sponsored research projects	<ul style="list-style-type: none"><li>➤ Ensure that at least 50% of GPHP faculty members submit one new proposal for grant funding on yearly basis</li></ul>

## **PROFESSIONAL PRACTICE**

### **Advance evidence based public health practice in Lebanon and region**

Implement health development programs with relevant stakeholders	<ul style="list-style-type: none"><li>➤ Ensure that 80% of GPHP's public health interventions are implemented with relevant stakeholders in any year</li></ul>
Increase effective academic/community collaborations and partnerships	<ul style="list-style-type: none"><li>➤ Ensure that at least 60% of the partners perceive the collaboration as beneficial in any year</li></ul>
Maintain platform for sharing experiences among public health professionals and stakeholders	<ul style="list-style-type: none"><li>➤ Organize at least 1 meeting/year for sharing experiences among public health professionals and stakeholders</li></ul>
Implement a relevant workforce development program that responds to public health needs in the region	<ul style="list-style-type: none"><li>➤ Organize at least four training workshops offered for public health professionals annually</li><li>➤ Follow-up with at least 80% of trainees after 6 months of each training workshop to assess the use of the skills acquired.</li></ul>
Maintain the diversity of participants in training activities	<ul style="list-style-type: none"><li>➤ Ensure that at least 20 % of participants in the training activities are non- Lebanese in any year</li><li>➤ Ensure that at least 50% of participants in training activities are female participants in any year</li><li>➤ Ensure that at least 50% of participants in</li></ul>

## Advance evidence based public health practice in Lebanon and region

training activities are from NGOs, international organizations, and public sector in any year

## Enhance the return of public health practice into the graduate public health academic programs

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| Offer opportunities for student civic engagement   | <ul style="list-style-type: none"><li>➤ Organize at least 3 civic engagement skill building workshops/seminars for students on yearly basis</li><li>➤ Increase the percent of students volunteering in GPHP existing projects to 25% on yearly basis</li></ul> |
| Offer opportunities for faculty civic engagement   | <ul style="list-style-type: none"><li>➤ Ensure that at least a total of 6 courses become service learning courses over 3 years</li><li>➤ Ensure that at least 25% of faculty members are involved in CPHP projects/Training programs</li><li>➤</li></ul>       |
| Enhance opportunities to include public health practice experiences into GPHP curriculum | <ul style="list-style-type: none"><li>➤ Increase the number of courses using CPHP case studies to 3 over three years</li><li>➤ Host at least one 'Executive in residence' a year to encourage practitioners to be involved in our GPHP program</li></ul>       |
| Ensure strong community links and resources  | <ul style="list-style-type: none"><li>➤ Increase the diversity of practicum sites available for GPHP students</li><li>➤ Increase the number of formal agreements with community partners in Lebanon to 2 at any year</li><li>➤</li></ul>                       |

## RESOURCES

### Provide adequate resources to meet the educational, research, and service needs of the GPHP

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|---|--|
| Provide adequate academic human resources | <ul style="list-style-type: none"><li>➤ Build a critical mass of faculty for planned PhD disciplines by increasing number of faculty to 5 full time faculty supporting the concentration/specialization by AY 2016-17</li><li>➤ Maintain ratio of student to faculty at 10:1</li></ul> |
| Ensure adequate financial resources       | <ul style="list-style-type: none"><li>➤ Increase the total revenue from Lebanese and regional sponsored graduate students to 10%</li><li>➤ Maintain percent of the tuition paid by graduate scholarship funding to total revenue at 10%</li></ul>                                      |

**Provide adequate resources to meet the educational, research, and service needs of the GPHP**

- Maintain amount of annual overhead recovery funds from research projects at \$45,000
- Maintain amount of annual overhead recovery funds from service projects at \$15,000
- Maintain amount of annual contribution of the graduate program to total FHS revenues at 30%

**STUDENTS**

**Ensure a qualified and diverse student body**

Improve profile of accepted students

- Maintain the percent of accepted students with a GPA of 85% at 50%
- Increase the percent of accepted applicants with at least two years of relevant public health work experience to 30%

Improve profile of enrolled students

- Maintain the percent of newly enrolled GPHP students with GPA above 85% at 40%
- Ensure that student drop-out rate is no more than 10% on yearly basis
- Ensure that the MS and MPH graduation rate is not less than 70%

Enhance diversity among students

- Increase the percent of newly enrolled non-AUB students to total newly enrolled students entering the program to 60% at any year
- Increase the percent of newly enrolled regional students (MENA region) to total newly enrolled students to 20% at any year
- Maintain the diversity of students by discipline of previous degree specialization (Not above 30% for any previous degree) at any year

**Encourage students to participate actively in the program's decision making processes**

Increase students' participation in GPHP affairs

- Increase the percent of GPHP ad hoc committees and retreats with student representation to 70% on yearly basis
- Organize at least one town meeting per year

## FACULTY AND STAFF

### Maintain a qualified and diverse faculty and staff

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|---------------------------------------|--|
| Recruit and retain diverse faculty    | <ul style="list-style-type: none"><li>➤ Increase the percent of non-Lebanese GPHP faculty to 10%</li><li>➤ Increase percent of GPHP faculty who are practitioners (inside and outside AUB) to 25%</li><li>➤ Develop a plan to strengthen and support the diversity of faculty, staff, administration and students by 2016</li></ul>            |
| Support faculty and staff development | <ul style="list-style-type: none"><li>➤ Develop a formal process for faculty mentoring by AY 2014-15</li><li>➤ Maintain the percent of GPHP faculty participating in educational activities (specifically for teaching and learning) at 30%</li><li>➤ Maintain percent of staff participating in staff development activities at 30%</li></ul> |

## ORGANIZATION

### Create a culture of continuous improvement of the GPHP overall efforts

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|-----------------------------------|--|
| Maintain Accreditation            | <ul style="list-style-type: none"><li>➤ Conduct a self-study process starting AY 2016-17</li><li>➤ Obtain re-accreditation by the end of AY 2019</li></ul>   |
| Move to a school of public health | <ul style="list-style-type: none"><li>➤ Develop an action plan by AY 2014-15 to move to a school of public health</li><li>➤ Establish committees by October 2014 to develop at least two other doctoral programs</li><li>➤ Establish two new MPH concentrations by 2016</li><li>➤ Have students enrolled in all five core MPH areas by 2016</li><li>➤ Have graduates from all five core MPH areas by 2019</li><li>➤ Establish two new doctoral programs by 2017</li><li>➤ Have at least one student enrolled in at least one public health doctoral program by 2016</li><li>➤ Have graduates from at least one public health doctoral program by 2019</li><li>➤ Have students enrolled in and progressing through at least two other doctoral programs by 2019</li></ul> |

## Create a culture of continuous improvement of the GPHP overall efforts

Enhance the monitoring and evaluation systems

- Establish a GPHP data warehouse by AY 2017-18

Monitor the organization strategic initiatives that are congruent with the GPHP mission

- Develop by 2016 a proposal that explores feasibility of offering of joint degrees (e.g., MSN-MPH; MD-MPH; MPH-MBA)
- Increase joint research and teaching activities with the School of Public Health at the Lebanese University and explore potential for student exchange by June 2015
- Develop a proposal exploring the feasibility of facilitating or enhancing quality of academic programs through IT technology (including consideration of distance learning) by 2015